STRATEGIC PLAN OF AURORA'S P.G.COLLEGE, PUNJAGUTTA

A strategic plan provides a clear roadmap for a college's long-term development. It aligns goals with the institution's mission, ensuring focused growth, resource allocation, and adaptability to future challenges. This plan guides decision-making, fosters continuous improvement, and positions the college to achieve its vision effectively and sustainably. Since its inception, the Aurora P.G.College (MBA), Punjagutta has experienced consistent growth in both academic excellence and infrastructural development.

To sustain its growth trajectory, the college has identified several Key Result Areas (KRAs) for enhancement. KRAs are specific, high-priority objectives that significantly impact the organisation's success and pinpoint critical focus areas, ensuring alignment with strategic goals while fostering accountability and measurable outcomes across various departments or teams.

KEY RESULT AREAS (KRAS)

Vision and Mission Alignment:

- Ensuring that all aspects of growth align with the institution's vision and mission.

Teaching-Learning Enhancement:

- Enhancing the quality of Management and Computer Science education through the integration of modern teaching-learning methods.
- Facilitating industrial visits and offering basic computer/skill development courses online to ease the transition from academia to the professional world.
- Cultivating an environment conducive to active, cooperative, experiential, and inductive learning.
- Leveraging ICT for enhanced teaching and learning experiences.

Developmental Priorities:

- Prioritising developmental aspects such as student intake, curriculum enhancement, infrastructure upgrades, and accreditation efforts.

Research and Development:

- Improving Research and Development.
- Fostering stronger Industry Interaction.
- Internal Revenue Generation.
- Alumni Engagement.

- Entrepreneurship.

- Social Responsibility Initiatives.

Student Skills and Development:

- Equipping students with the skills necessary to enter the workforce successfully.

- Fostering holistic student development.

- Organizing skill development programs and offering certificate courses to address skill and knowledge gaps among students.

- Strengthening the Placement and Training Cell to better prepare students for employment opportunities in both government and corporate sectors.

- Facilitating industrial visits and offering basic computer/skill development courses online to ease the transition from academia to the professional world.

- Providing supervised internships for extended durations in industry settings.

Infrastructure and Funding:

- Providing state-of-the-art infrastructure for student use.

- Increasing efforts to secure funding from various agencies.

Faculty Enhancement:

- Recruiting and retaining exceptional faculty members, with a focus on both improving the qualifications of existing staff and bringing in new faculty with contemporary research and industry exposure.

- Engaging qualified industry experts to enrich the learning experience.

Ranking and Recognition:

- Aspiring to achieve high rankings in the NIRF (National Institutional Ranking Framework).

Program Structure and Support:

- Implementing the choice-based credit system effectively.

- Increasing support for student participation in various competitions at the State, National, and International levels.

- Encouraging active student involvement in institute governance and promoting student-led activities.

The KRAs enable Aurora P.G. College to enhance academic performance and effectiveness, aligning initiatives with its vision for sustainable growth.

KEY PERFORMANCE INDICATORS (KPIS)

Aligning Key Performance Indicators (KPIs) with Key Result Areas (KRAs) is essential for the strategic growth and development of Aurora P.G. College (MBA), Punjagutta. This alignment ensures that the college's objectives are measurable, providing a clear framework to track progress and evaluate success. By establishing specific KPIs for each KRA, the college can enhance accountability, streamline decision-making, and effectively assess the impact of its initiatives on academic excellence, student development, and overall institutional performance. This cohesive approach fosters a culture of continuous improvement, ensuring that all stakeholders are working towards common goals that reflect the institution's vision and mission.

Specific Key Performance Indicators (KPIs) for each Key Result Area (KRA) in the enhancement plan:

1. Vision and Mission Alignment

- **KPI 1**: Percentage of academic programs aligned with the institution's vision and mission by the end of each academic year (Target: 100% alignment by the end of the next academic cycle).

- **KPI 2**: Number of mission-aligned initiatives (e.g., community outreach programs, sustainability efforts) launched annually (Target: 5 new initiatives per year).

- **KPI 3**: Frequency of vision and mission awareness workshops held for staff and students (Target: 2 workshops per semester).

2. Teaching-Learning Enhancement

- **KPI 1**: Percentage of courses incorporating modern teaching methods like ICT tools, blended learning, or e-learning modules (Target: 80% of courses by the end of the academic year).

- **KPI 2**: Number of industrial visits conducted per year (Target: 2 visits per year).

- **KPI 3**: Number of online certificate and skill development courses offered annually (Target: 7 new courses per year).

- **KPI 4**: Student satisfaction with teaching methods (collected via feedback forms with a target satisfaction score of 80% or above).

- **KPI 5**: Increase in student participation in experiential learning activities like case studies, role plays, and simulations (Target: 50% increase in participation year-over-year).

3. Developmental Priorities

- **KPI 1**: Percentage increase in student intake annually (Target: 10% increase in admissions per year).

- **KPI 2**: Number of new courses or curriculum updates implemented annually (Target: Minimum 5 courses reviewed and updated per year).

- **KPI 3**: Accreditation progress (Target: Attain or renew accreditation for 100% of programs within 2 years).

- **KPI 4**: Percentage of infrastructure projects completed on time (Target: 90% completion of planned infrastructure upgrades).

4. Research and Development

- **KPI 1**: Number of research papers published in peer-reviewed journals (Target: 5 publications per academic year).

- **KPI 2**: Number of industry partnerships established for research collaborations (Target: 5 partnerships per year).

- **KPI 3**: Internal revenue generation from consultancy and research projects (Target: ₹ 5 lakh annually).

- **KPI 4**: Number of alumni actively involved in institution activities such as mentoring, guest lectures, or workshops (Target: 30 alumni engaged per year).

- **KPI 5**: Number of student-led startups supported annually through entrepreneurship programs (Target: 2 startups launched per year).

- **KPI 6**: Number of corporate social responsibility (CSR) and social responsibility initiatives organized (Target: 4 initiatives per year).

5. Student Skills and Development

- **KPI 1**: Placement rate of students in relevant job sectors (Target: 90% placement rate within 6 months of graduation).

- **KPI 2**: Number of skill development and certificate programs completed by students annually (Target: 75% of students completing at least 2 programs by graduation).

- **KPI 3**: Number of supervised internships offered annually (Target: All students to complete internships by the final year).

- **KPI 4**: Employer satisfaction rate with graduates' preparedness (Target: 80% employer satisfaction in post-placement feedback).

- **KPI 5**: Number of industrial visits and practical exposure programs (Target: 2 visits and programs per year).

6. Infrastructure and Funding

- **KPI 1**: Progress on infrastructure projects (Target: Complete 90% of planned upgrades annually).

- **KPI 2**: Total external funding secured for infrastructure and research (Target: ₹5 lakh per year).

- **KPI 3**: Number of new labs, classrooms, and learning spaces added or upgraded (Target: 1 new/renovated space annually).

7. Faculty Enhancement

- **KPI 1**: Percentage of faculty members with PhDs or equivalent qualifications (Target: 60% of faculty holding PhDs within 2 years).

- **KPI 2**: Number of faculty development programs (FDPs) attended by staff annually (Target: 2 FDPs per faculty member per year).

- **KPI 3**: Number of industry-experienced faculty recruited (Target: 2 new hires with industry experience per year).

- **KPI 4**: Number of research grants or projects led by faculty (Target: 3 research grants secured per year).

8. Ranking and Recognition

- **KPI 1**: Improvement in NIRF ranking (Target: Achieve a top 100 NIRF ranking within 3 years).

- **KPI 2**: Number of awards and recognitions received annually (Target: Minimum of 5 awards at state, national, or international levels).

9. Program Structure and Support

- **KPI 1**: Implementation rate of the Choice-Based Credit System (CBCS) (Target: 100% adoption across all programs within 1 year).

- **KPI 2**: Number of students participating in national and international competitions (Target: 40% of students participating in at least one competition during their academic tenure).

- **KPI 3**: Number of student-led initiatives and governance roles (Target: 5 student-led initiatives per year).

- **KPI 4**: Student feedback on program support (Target: 85% satisfaction rate).

These **specific KPIs** provide measurable and actionable targets that will help drive the institution's strategic objectives and monitor progress effectively across all KRAs.

Principal
Aurora's PG College (MBA)
Punjagutta, Hyderabad

DEPLOYMENT OF THE STRATEGIC PLAN

Deploying a strategic plan for Aurora P.G. College (MBA), Punjagutta involves translating its vision into actionable steps while aligning resources and stakeholders towards achieving long-term goals. Here's a breakdown of how the strategic plan can be effectively implemented across key areas:

1. Vision and Mission Alignment:

- **Objective:** Ensure that all initiatives are in line with the college's core vision and mission.

- **Deployment Strategy:**

  ➢ Regularly review the college's mission and vision statements in faculty and board meetings to ensure alignment with new programs and developments.

  ➢ Communicate the vision and mission across all levels—students, faculty, and staff—through orientations, newsletters, and college websites to reinforce their importance in decision-making.

2. Teaching-Learning Enhancement:

- **Objective:** Improve the quality of Management and Computer Science education through modern methods.

- **Deployment Strategy:**

  ➢ Integrate ICT tools (e.g., learning management systems, smart classrooms) into day-to-day teaching and training faculty in digital literacy.

  ➢ Partner with industries for faculty training and student industrial visits to expose students to real-world experiences.

  ➢ Incorporate online certificate courses focusing on essential computer and soft skills to bridge the gap between academic and professional requirements.

  ➢ Foster interactive learning through methods like case-based learning, flipped classrooms, and group projects.

3. Developmental Priorities:

- **Objective:** Focus on sustainable growth through student intake, infrastructure, and curriculum enhancement.

- **Deployment Strategy:**

➢ Strengthen accreditation efforts by meeting the standards of bodies like NAAC and NBA.

➢ Plan for incremental upgrades to campus infrastructure, focusing on technology-enabled classrooms, library resources, and research facilities.

➢ Regularly update the curriculum based on industry needs and technological advancements in management and computer sciences.

4. Research and Development:

- **Objective:** Elevate the college's research output and foster industry collaboration.

- **Deployment Strategy:**

  ➢ Collaborate with industries for consultancy projects and research funding to generate internal revenue.

  ➢ Establish an alumni engagement program, encouraging successful alumni to contribute to mentoring and entrepreneurship initiatives.

  ➢ Partner with organisations for social responsibility projects, involving students and faculty in impactful community work.

5. Student Skills and Development:

- **Objective:** Equip students with essential workforce skills.

- **Deployment Strategy:**

  ➢ Organise regular skill development workshops (communication, leadership, problem-solving) with industry experts.

  ➢ Create pathways for long-term internships, bridging the gap between theoretical learning and practical exposure.

  ➢ Strengthen the Placement and Training Cell, focusing on collaborations with both corporate and government sectors for job placements.

  ➢ Offer supervised industry internships to give students hands-on experience and increase employability.

6. Infrastructure and Funding:

- **Objective:** Enhance infrastructure and secure financial resources for development.

- **Deployment Strategy:**

  ➢ Upgrade facilities, including digital labs, seminar halls, and sports facilities, to provide a holistic learning environment.

- ➢ Leverage governmental and non-governmental funding opportunities through research grants, infrastructure development programs, and corporate sponsorship.
- ➢ Proactively engage alumni for donations and endowments to support student scholarships and facility enhancements.

7. Faculty Enhancement:

- **Objective:** Ensure continuous faculty development.
- **Deployment Strategy:**
  - ➢ Implement faculty development programs to update knowledge in the latest industry trends, research methodologies, and pedagogical innovations.
  - ➢ Encourage faculty to pursue advanced degrees and certifications while promoting their involvement in industry collaborations.
  - ➢ Host workshops and seminars featuring industry leaders to enrich faculty expertise in practical applications and current research.

8. Ranking and Recognition:

- **Objective:** Achieve higher recognition through rankings like NIRF.
- **Deployment Strategy:**
  - ➢ Focus on improving the academic output, student performance, and placement metrics that influence NIRF rankings.
  - ➢ Encourage research publications, collaborations with top institutions, and active student participation in national and international competitions.

9. Program Structure and Support:

- **Objective:** Effectively implement the choice-based credit system (CBCS) and enhance student support.
- **Deployment Strategy:**
  - ➢ Provide academic counseling to help students navigate elective and credit choices under CBCS.
  - ➢ Promote active student governance by creating platforms for students to participate in decision-making and feedback.
  - ➢ Encourage student participation in state and national-level competitions, offering institutional support for travel and training.

Monitoring and Evaluation:

- **Objective:** Ensure continuous tracking and improvement of the strategic plan's progress.

- **Deployment Strategy:**

  ➢ Set up a College Academic Committee (CAC) and Departmental Academic Committee (DAC) to oversee implementation and make annual reviews of the plan's outcomes.

  ➢ Establish measurable Key Performance Indicators (KPIs) for each Key Result Area (KRA), enabling tracking of progress and identifying areas for adjustment.

  ➢ Use feedback from students, faculty, and industry partners to make data-driven decisions for course corrections.

The effective deployment of the Strategic Plan at Aurora P.G. College is vital for achieving institutional goals. By implementing structured initiatives, fostering stakeholder engagement, and continuously monitoring progress, the college will enhance its academic offerings and ensure long-term success and sustainability. By following these deployment strategies, the college can maintain its growth trajectory while ensuring quality, relevance, and adaptability in its educational offerings.

PERSPECTIVE PLAN

The Perspective Plan of Aurora P.G. College (MBA), Punjagutta, outlines a strategic framework for fostering academic excellence and holistic development over a short-term horizon. Aligned with the institution's strategic plan, it emphasizes measurable goals, effective resource allocation, and stakeholder engagement to enhance educational quality, student skills, and infrastructure. This short-term approach ensures that all initiatives support the college's vision and mission for sustainable growth and success, while providing a foundation for long-term advancements.

1. Vision and Mission Alignment

- **Goal:** Strengthen alignment with the college's vision and mission.
- **Action Items:**
  - ➢ Conduct annual reviews of department goals to ensure consistency with the mission.
  - ➢ Host workshops for faculty and staff to reinforce the importance of vision and mission in everyday tasks and decision-making.

2. Teaching-Learning Enhancement

- **Goal:** Modernise teaching methods and improve learning outcomes.
- **Action Items:**
  - ➢ Implement ICT tools (such as Learning Management Systems) in 50% of courses.
  - ➢ Train faculty on using modern pedagogical tools like flipped classrooms, blended learning, and case-based learning.
  - ➢ Introduce 2-3 online certificate programs focused on essential skills like basic computer literacy, data analysis, or business communication.
  - ➢ Facilitate 3-4 industrial visits per academic year for management and computer science students.

3. Developmental Priorities

- **Goal:** Strengthen infrastructure and improve academic programs.
- **Action Items:**
  - ➢ Continue the process for NAAC.

➢ Upgrade at least one computer lab to a modern, state-of-the-art facility with the latest software and high-speed internet.

➢ Review and update 20% of the curriculum to include contemporary trends in management and technology.

4. Research and Development

- **Goal:** Enhance research capabilities and industry interaction.

- **Action Items:**

  ➢ Encourage the Research and Innovation Committee to promote faculty and student research, aiming for 5 research papers or projects published within the first year.

  ➢ Organise two industry-led workshops or at least 5 guest lectures per semester.

  ➢ Host one alumni engagement event each year to foster connections with graduates and encourage mentorship for current students.

  ➢ Initiate at least one project related to social responsibility in partnership with local organisations.

5. Student Skills and Development

- **Goal:** Prepare students for the workforce through skill enhancement.

- **Action Items:**

  ➢ Conduct two skill development programs annually, focusing on communication, problem-solving, and teamwork.

  ➢ Establish partnerships with at least two industries for long-term student internships.

  ➢ Strengthen the Placement and Training Cell by increasing corporate tie-ups, aiming for a 10% improvement in placement rates.

  ➢ Offer at least one online basic computer course per semester to ensure students are tech-ready for modern workplaces.

6. Infrastructure and Funding

- **Goal:** Improve college infrastructure and diversify funding sources.

- **Action Items:**

  ➢ Identify and apply for two government grants or funding opportunities for infrastructure improvement (such as smart classrooms or lab equipment).

➢ Begin phased infrastructure upgrades, starting with common areas such as the library and classrooms.

7. Faculty Enhancement

- **Goal:** Ensure continuous faculty development and retention.
- **Action Items:**
  - ➢ Implement two faculty development programs (FDPs) per year on contemporary teaching methods, research, and industry trends.
  - ➢ Recruit 1-2 new faculty members with industry experience to enhance the learning experience for students.

8. Ranking and Recognition

- **Goal:** Establish Aurora P.G. College (MBA) in national rankings.
- **Action Items:**
  - ➢ Develop an action plan to improve the institution's performance in areas evaluated by the NIRF, such as research, teaching quality, and student outcomes.
  - ➢ Publish at least 5 research papers in national or international journals to enhance academic recognition.

9. Program Structure and Support

- **Goal:** Effectively implement the choice-based credit system (CBCS) and increase student engagement.
- **Action Items:**
  - ➢ Offer academic counseling sessions to help students make informed choices about their electives under CBCS.
  - ➢ Encourage student participation in intercollegiate and national-level competitions by providing institutional support, with a target of 5 teams representing the college in competitions.
  - ➢ Promote 3-4 student-led governance initiatives, allowing students to take leadership in college activities or events.

Monitoring and Review

The **College Academic Committee** and the **Departmental Academic Committee** will track the implementation of the short-term perspective plan. The committees should:

- Conduct quarterly progress reviews.
- Make necessary adjustments to the plan based on feedback and evolving circumstances.
- Report progress to the leadership team annually for alignment with long-term goals.

This short-term perspective plan aims to create quick wins and foundational improvements that align with Aurora P.G. College's long-term growth and strategic vision. It serves as a comprehensive roadmap for achieving academic excellence and institutional growth. By aligning strategic goals with actionable initiatives, the plan fosters a collaborative environment, ensuring continuous improvement and sustainable success for students and faculty alike.

Principal
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DEPLOYMENT OF THE PERSPECTIVE PLAN

The deployment of the Perspective Plan at Aurora P.G. College (MBA), Punjagutta, involves a structured approach to implement strategic initiatives. This ensures effective execution, stakeholder involvement, and continuous monitoring, ultimately driving academic excellence and enhancing the overall educational experience.

1. Formation of an Implementation Team

Action: Establish a **College Academic Committee (CAC)** responsible for coordinating and executing the Short-Term Perspective Plan. This committee will be composed of faculty, administrators, and student representatives.

Key Roles:

- **Principal**: Oversees the entire deployment process and ensures all milestones are met.

- **Department Heads**: Lead initiatives related to teaching-learning enhancement, research, and faculty development.

- **Placement and Training Officer**: Drive student skills development, internships, and placements.

- **Support Staff**: Handle logistics, infrastructure upgrades, and funding applications.

2. Phased Breakdown of the Plan

Action: Divide the plan into manageable phases, each with defined timelines for systematic execution.

- **Phase 1**:
    - Align departmental goals with the college's vision and mission.
    - Launch ICT integration in teaching and learning.
    - Initiate 1-2 skill development programs.
    - Apply for NAAC reaccreditation.

- **Phase 2**:
    - Strengthen the Placement and Training Cell.
    - Begin curriculum review and update 20% of courses.
    - Recruit faculty with industry experience.
    - Organize industry interaction workshops.

- **Phase 3**:
    - Complete the first round of infrastructure upgrades.

> ➤ Publish research papers and promote faculty development programs.

> ➤ Expand internships and encourage student participation in national competitions.

3. Clear Communication and Stakeholder Buy-In

Action: Ensure all stakeholders (faculty, staff, students, alumni, and industry partners) are aware of the objectives, their roles, and responsibilities.

- Host kick-off meetings to generate enthusiasm.
- Share a detailed action calendar with milestones, deadlines, and responsible parties.

4. Resource Allocation

Action: Allocate resources (financial, human, and material) appropriately for each phase.

- **Budgeting**: Define budget needs for ICT upgrades, faculty development, and skill-building programs.
- **Human Resources**: Assign specific roles to faculty, administrators, and support staff for each task.

5. Capacity Building and Training

Action: Conduct training and capacity-building programs to ensure staff readiness.

- **Faculty Training**: On ICT tools, modern teaching methods, and Choice-Based Credit System (CBCS) management.
- **Faculty Development Programs (FDPs)**: On research methods, student-centered learning, and industry exposure.

6. Monitor Progress with Key Performance Indicators (KPIs)

Action: Establish KPIs to measure progress in each phase.

Examples:

- Percentage of courses utilising ICT tools.
- Number of industrial visits, internships, and skill development programs organized.
- Faculty research output and training participation.
- Student placement rates and industry feedback.

Progress Reviews: Conduct regular assessments led by the CAC.

7. Stakeholder Engagement

Action: Maintain continuous communication with students, faculty, industry partners, and alumni.

- **Student Feedback**: Use surveys and focus groups to gather input on programs, teaching quality, and infrastructure improvements.

- **Alumni Involvement**: Encourage alumni participation in workshops, guest lectures, and mentorship.

- **Industry Collaboration**: Strengthen partnerships through dialogue, industrial visits, and research collaborations.

8. Pilot Programs for Risk Mitigation

Action: Pilot new initiatives before full-scale deployment.

Examples:

- Launch online skill development courses for a small group before extending them to the larger student body.

- Pilot revised curriculum for selected courses to ensure smooth transition.

9. Feedback and Continuous Improvement

Action: Implement an ongoing feedback loop for continuous refinement.

- **Annual Review**: Conduct review meetings where the SIC discusses successes, challenges, and next steps.

- **Adjustments**: Modify timelines or resource allocations based on progress and feedback.

10. Documentation and Reporting

Action: Keep comprehensive records of all activities, challenges, and successes.

- Prepare **quarterly reports** for review by college administration and key stakeholders (faculty, students, external partners).

- Maintain transparency by sharing achievements and areas for improvement.

11. Reward Success and Recognize Contributions

Action: Celebrate milestones and recognize efforts.

- **Recognition Events**: Acknowledge faculty or departments meeting or exceeding targets.

- **Incentives**: Offer rewards like travel grants for conferences or certificates for faculty research and student achievements.

The successful deployment of the Perspective Plan hinges on clear communication, robust stakeholder engagement, and systematic monitoring of progress. By focusing on measurable outcomes aligned with the institution's strategic vision, the college can achieve its goals of

academic excellence and holistic student development, ultimately positioning itself as a leader in management education. Continuous evaluation and adaptation will ensure the plan remains relevant and effective in addressing emerging challenges and opportunities, fostering a dynamic learning environment for future generations.

INCLUSIVE AND PARTICIPATIVE APPROACH IN GOVERNANCE

Aurora P.G. College adheres to democratic principles, fostering a participative and decentralized approach to administration. This inclusive management style has been instrumental in the effective and timely execution of its perspective plan objectives.

Strategies for Plan Execution:

The strategies employed by the institution to execute these plans include:

Approval from the Management: Major decisions are sanctioned by the Top Management, following a comprehensive review process. Proposals are thoroughly deliberated in the Governing Council's meetings, where they receive approval and directives for implementation. The Principal then receives instructions on the next steps, ensuring a clear path for execution.

Collaboration with External Agencies: The Principal identifies and explores potential collaborations with relevant external entities. This involves assessing the feasibility of partnerships and agreements with other institutions or organizations. If collaboration is viable, it is pursued to support the strategic initiatives of the institution.

Budgetary Provision: Budget allocation is a critical component in the strategic planning process. A detailed budgetary provision is prepared, considering all financial requirements. This budget is then presented to the Management for approval, ensuring that financial resources are adequately allocated to support the planned initiatives.

Action Plan: An action plan is developed by the Principal, outlining the steps and timeline for implementing the approved initiatives. This plan is crafted under the guidance of the Management, detailing specific actions, responsibilities, and milestones to ensure systematic execution.

This structured approach ensures that the institution's strategic plans are implemented efficiently, with clear roles, financial oversight, and collaboration with external partners, thereby achieving the institution's goals and enhancing overall effectiveness.
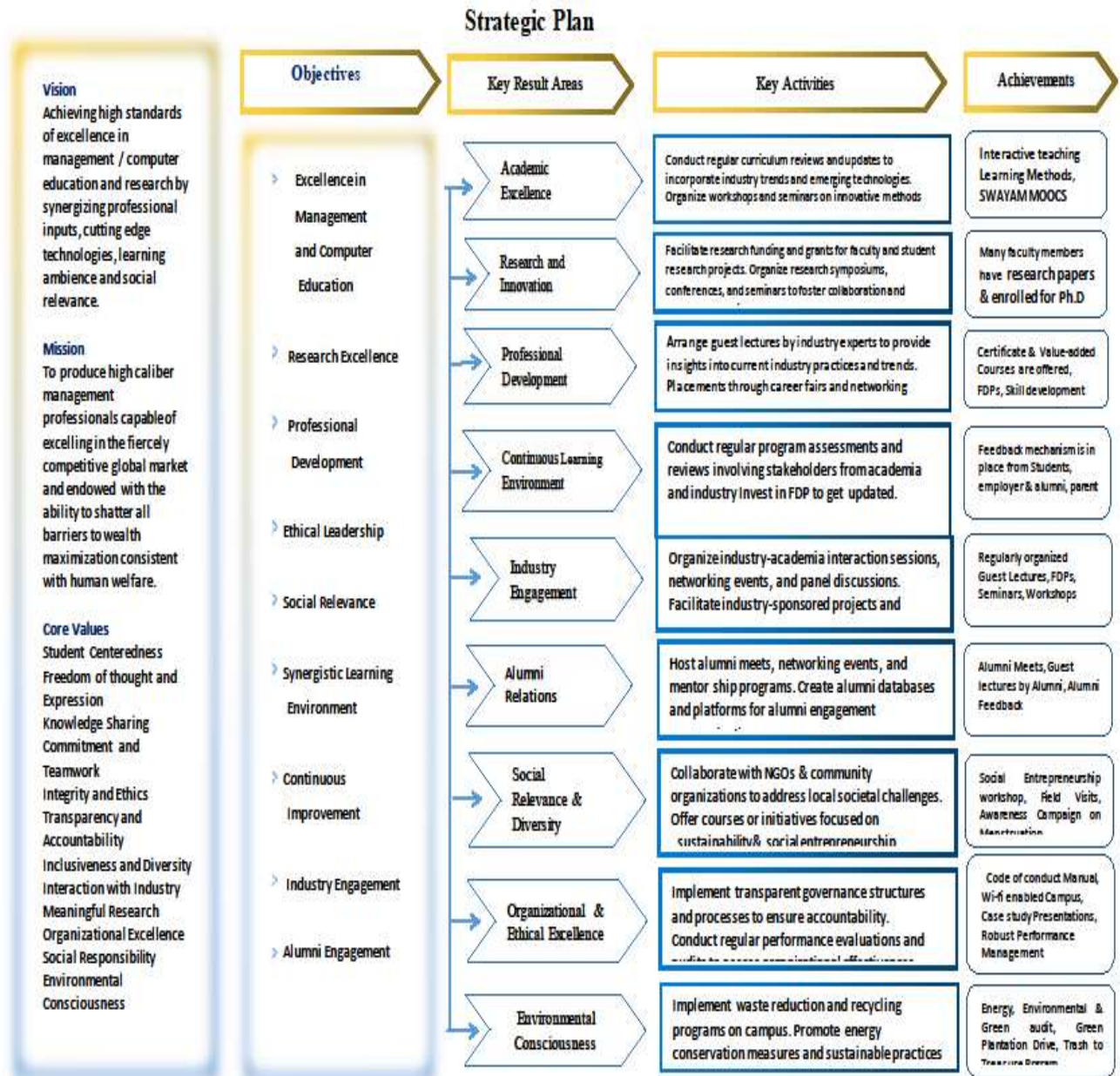
Principal
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STRATEGIC PLAN
AURORA'S P.G. COLLEGE (MBA), PUNJAGUTTA

Strategic Plan

Vision
Achieving high standards of excellence in management / computer education and research by synergizing professional inputs, cutting edge technologies, learning ambience and social relevance.

Mission
To produce high caliber management professionals capable of excelling in the fiercely competitive global market and endowed with the ability to shatter all barriers to wealth maximization consistent with human welfare.

Core Values
Student Centeredness
Freedom of thought and Expression
Knowledge Sharing
Commitment and Teamwork
Integrity and Ethics
Transparency and Accountability
Inclusiveness and Diversity
Interaction with Industry
Meaningful Research
Organizational Excellence
Social Responsibility
Environmental Consciousness

Objectives	Key Result Areas	Key Activities	Achievements
Excellence in Management and Computer Education	Academic Excellence	Conduct regular curriculum reviews and updates to incorporate industry trends and emerging technologies. Organize workshops and seminars on innovative methods	Interactive teaching Learning Methods, SWAYAM MOOCS
Research Excellence	Research and Innovation	Facilitate research funding and grants for faculty and student research projects. Organize research symposiums, conferences, and seminars to foster collaboration and	Many faculty members have research papers & enrolled for Ph.D
Professional Development	Professional Development	Arrange guest lectures by industry experts to provide insights into current industry practices and trends. Placements through career fairs and networking	Certificate & Value-added Courses are offered, FDPs, Skill development
Ethical Leadership	Continuous Learning Environment	Conduct regular program assessments and reviews involving stakeholders from academia and industry Invest in FDP to get updated.	Feedback mechanism is in place from Students, employer & alumni, parent
Social Relevance	Industry Engagement	Organize industry-academia interaction sessions, networking events, and panel discussions. Facilitate industry-sponsored projects and	Regularly organized Guest Lectures, FDPs, Seminars, Workshops
Synergistic Learning Environment	Alumni Relations	Host alumni meets, networking events, and mentorship programs. Create alumni databases and platforms for alumni engagement	Alumni Meets, Guest lectures by Alumni, Alumni Feedback
Continuous Improvement	Social Relevance & Diversity	Collaborate with NGOs & community organizations to address local societal challenges. Offer courses or initiatives focused on sustainability & social entrepreneurship	Social Entrepreneurship workshop, Field Visits, Awareness Campaign on Menstruation
Industry Engagement	Organizational & Ethical Excellence	Implement transparent governance structures and processes to ensure accountability. Conduct regular performance evaluations and audits to assess organizational effectiveness	Code of conduct Manual, Wi-fi enabled Campus, Case study Presentations, Robust Performance Management
Alumni Engagement	Environmental Consciousness	Implement waste reduction and recycling programs on campus. Promote energy conservation measures and sustainable practices	Energy, Environmental & Green audit, Green Plantation Drive, Trash to Treasure Program